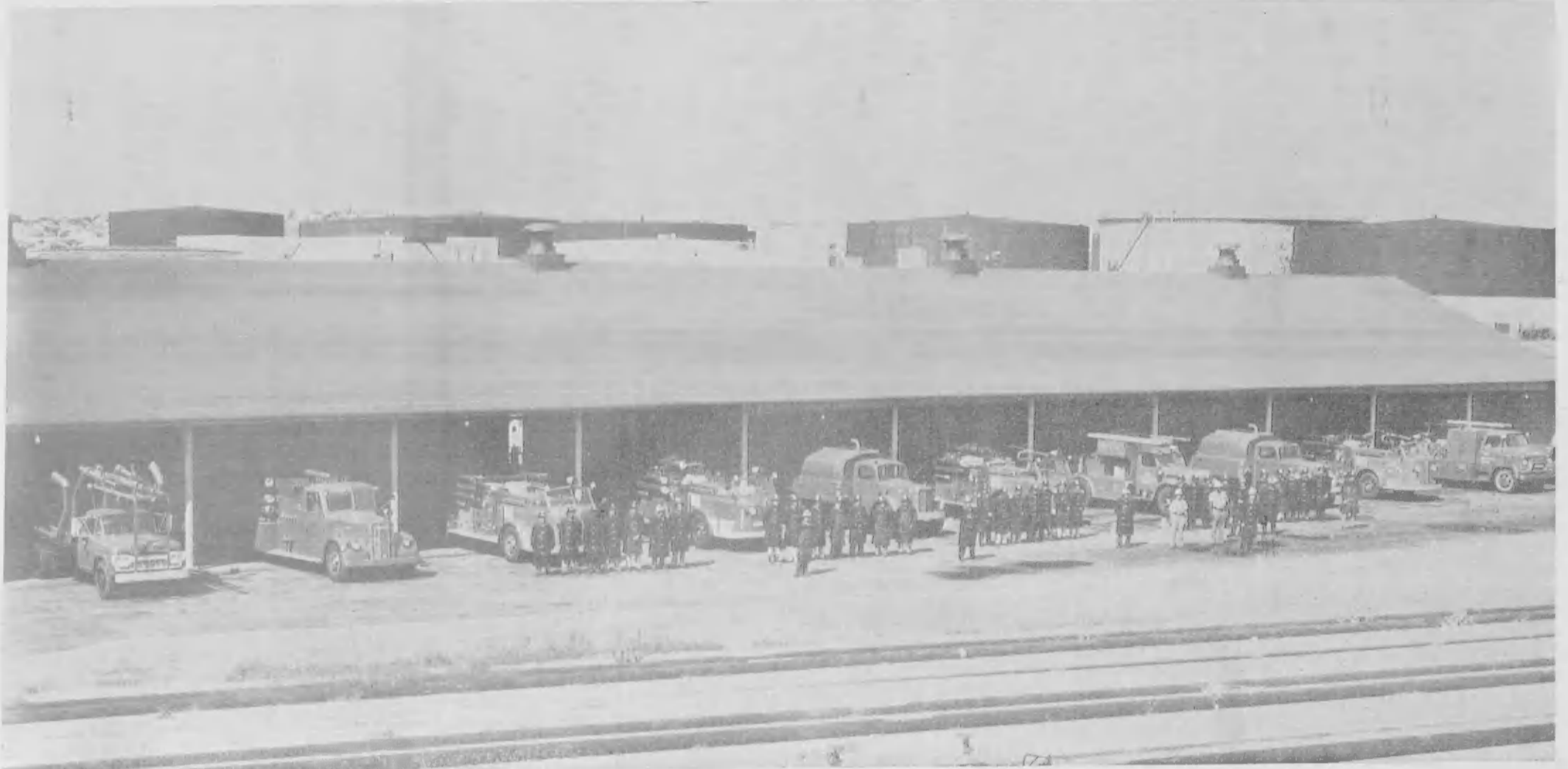
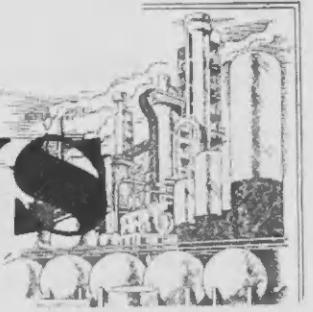


# Aruba Esso News

VOL. 27, No. 19

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September 23, 1966



PLANT PROTECTION'S Fire Maintenance Group (left), the four teams of volunteer firefighters, with Fire Chief A. J. Huibers (in front) are shown with Lago's mobile fire equipment at the new Central Fire Station.

GRUPO DI Mantencion di Equipo pa Candela (robez), e cuater teamnan di bomberos voluntario, hunto cu Hefe di Paga Candela A. J. Huibers (den centro) ta muntra hunto cu equipo mobil di paga candela na Estacion Central Nobo di Paga Candela.

## New Central Fire Station Home Base For Ten Trucks And Maintenance Group

Earlier this month, all ten Lago fire trucks moved to a new Central Fire Station. The new station is located south of the Plant Commissary or north of the Oil Movements building.

Also housed at this new location is the Fire Maintenance Group, which consists of a head inspector, an inspector and four corporals.

The mobile fire equipment at the central station consists of two equipment trucks, four airfoam pumper trucks with 750-gallon tanks, one airfoam pumper truck with 1,000-gallon tank, two tank trucks each containing 2,500 gallons of airfoam and one mobile foam applicator truck.

The recent fire survey conducted at Lago by ERE's R. F. Murphy indicated that our mobile fire fighting equipment is more than adequate in number and kind to meet our needs.

Operators of the fire trucks are the Fire Maintenance Group personnel and the Lago Policemen on duty. The Volunteer Firefighters have also had training in operating the fire trucks.

The ten fire trucks were formerly located at five different stations in the refinery and were in charge of the various departments. Now the fire equipment is under the Plant Protection Division.

Some advantages of the new central location are:

1. Equipment can be directed more effectively to site of fire.
2. Operators are readily available.
3. All the fire equipment is at one central point.
4. Supervision is easier.

To insure that sufficient operating personnel are available

during the dark shifts, some 35 men of the Mechanical Shift Group will receive a one week fire training between October 3 and 21.

## Gate 6 Opens To Public; Gates 4 & 5 Now Closed

Effective Monday, September 19, Gate 6 at the Sea Grape Grove was re-opened to public traffic. This gate will be open 24 hours a day.

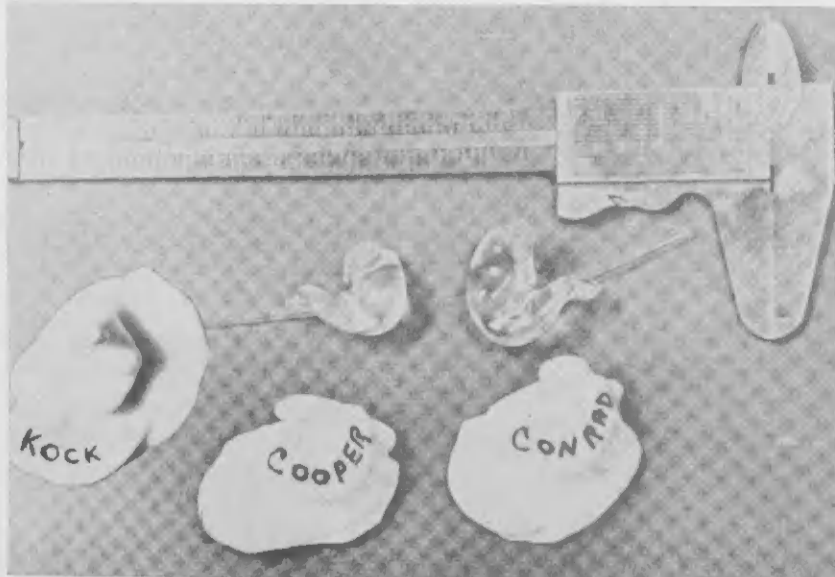
Effective that same date,

Gates 4 & 5 through the Tank Farm were closed.

All materials and equipment leaving the refinery will continue using the same pass procedures. In addition to Gate # 2, Gate # 3 in front of the General Office Building will be a checkpoint for traffic leaving the refinery in eastern direction.

The road through the Tank Farm was opened in November, 1962.

A recent fire survey by Esso Research advised that no public traffic be allowed through the Tank Farm area because of the possibility that an automobile might ignite a volatile vapor. The survey referred to a recent tank farm fire in France that was believed to have been caused by an automobile passing on a road adjacent to the tank farm at the time of a volatile vapor release.



IN LAGO'S new radio communication system, R. Kock, Process-Refining, and other Process employees will use same earmolds as used by astronauts Cooper and Gordon. (See Page 2.)

DEN LAGO su comunicacion nobo di radio, R. Kock, Process-Refining, y otro empleadonan di Process lo usa mes telefoon pa orea cu astronautas Cooper y Gordon a usa. (Mira Pagina 2).

## Promocion Ta Haci F. Farro, M. Kelly Y I. Schwengle Miembro di Gerencia

Tres promocion a ser anunciá efectivo Sept. 1: uno den Comptroller's y dos den Mechanical.

Den Comptroller's, Francisco B. Farro a haya promocion pa systems analyst. Mario Kelly y Ireneo C. Schwengle ambos a bira area supervisor den Mechanical-M&C. Tur tres a atene status di miembro di gerencia cu nan promocion.

Siendo un empleado di diez anja, Sr. Farro a cuminsa den e anterior Accounting Dept. como un Jr. Clerical Trainee D na Sept., 1956. El a avanza den e rangonan di clerical trainee pa Systems and Programming An-



F. B. Farro

alyst A na Juni anja pasá, cual posicion el a ocupa promer cu su reciente promocion.

Den su actual asignacion, Sr. Farro ta trahando pa cambia e programanan di computador 1410 pa e computador nobo 360, un trabao cu lo tuma mas cu un anja.

Sr. Farro tin diploma di MU-LO-A, y despues a tuma training di Autocoder 1410 y COBOL na Lago. Tambe el a completa curso di I.C.S. den boekhouden practico y tambe e curso di

Praktijk Boekhouden for di Hulanda. Mas recientemente, el a termina un curso di System Development na Lago.

Sr. Farro ta gusta equipo di radio di alta fidelidad y tambe futbol y landamento. El ta casa y tin tres yiu. Pa su proximo vakantie, el tin plan di pasa un siman na Curaçao y dos luna na Europa.

Sr. Kelly a cuminsa na School di Ofishi di Lago na Sept., 1948 como un Junior Apprentice D den Personnel-Training.

El ta kita na 1950 y a ser re-empleá den Mechanical-Yard na Januari, 1955. El a progresa den e categorianan di Yardman pa Cleanoutman na Juli, 1960.

Promer di su promocion di Sept. 1, el tabata un Corporal di Cleanout desde December, 1962.

Sr. Kelly su hobby nan ta inclui piscamento y deportes en general. El ta casa y tin tres yiu. Durante su vakantie venidero, el tin plan pa extende su cas.

Sr. Schwengle tambe tabata un estudiante di School di Ofishi, tempo cu el a drenta servicio di Lago como un Estudiante 1B den Industrial Relations-Training na Sept., 1952.

Despues di a gradua, el a ser asigná na Mechanical-Carpenter como un Senior Student B. Despues di un serie di promocion, el a avanza den categoria di (Continúa na Pagina 6)

# ARUBA **Esso** NEWS

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## Tur Hende A Tende Di Astronautanan Pero Lago Lo Tin Su Mes Radionautas

"Control Central jamando distrito 2, unidad 8, over".

"Esaki ta unidad 8, distrito 2, dal bai Control Central".

"Pa e sigiente cuater ora lo no tin ningun cambio den bo planta".

"Entendido".

Esaki no ta zona mescos cu ta astronauta ta papiando cu otro? Esey por ta, pero e radionautanan di Lago pronto lo ta papiando cu otro pa radio den e mes estilo ey.

Como un prueba, y parti di un sistema nobo di comunicacion di recepcion y transmision radial, 40 empleado di Lago pronto lo ta usando un articulo di comunicacion cu astronautanan ta usando actualmente. Esey ta un telefon chiquito cu ta ser poni na nan orea, y cu ta pas precies pa nan so. Astronautanan Gordon Cooper y Pete Conrad a usanan recientemente durante nan vuelo orbital, mientras astronautanan di futuro lo usa nan tambe.

E telefoncitanon, un microfono mará na nan cabez y un radio transmisor di ultra frecuencia ta forma e equipo nobo di radio, usá pa trasmiti y recibi comunicacion. E promer radionautanan cu lo usa e equipo aki ta trahadornan den Process-Refining den Cracking & Light Ends.

E medio di comunicacion aki di "era espacial" ta promer di su tipo cu ta ser usá na Lago. Actualmente, trahadornan den Refining ta usa telefon of ta papia un cu otro pa comunicacion necesario.

Ventaha di e radio personal nobo pa trasmiti y recibi ta, cu instruccianan na esnan encarga cu planta por worde duná cu mas velocidad y cu eficacia, pasobra comunicacionnan rapido ta tuma lugar entre dos persona.

E equipo nobo lo worde cargá como equipo regular di un trahador durante e tempo cu e ta na warda. Aunque nan lo no parece, toch empleadonan lo sinti nan mes manera un homber di espacio, pasobra tur ora bai nan lo ta comunica cu control central. Un operador den e puesto central lo por jama trahadornan di process riba dos red di radio diferent. Un red lo ser usá pa cada un di e distritonan di process. Un frecuencia pa trasmiti y un pa recibi lo worde usá pa cada red.

Ta masha simpel pa traha cu e transmisor-receptornan ey, cual ta completamente equipa cu transistor y ta pisa solamente 1½ liber. Pega cu un haak na bo faha, cu un dede bo por cende e radio y pagé y controla su volumen. E telefoncitanon pa orea y un micrófono masha chiquito ta pegá na bo helm di seguridad. E micrófono ta keda convenientemente na un banda di bo cara, y e ta doblá pe keda cerca di hende su boca.

Ora ta tempo pa cambia warda, e radio transmisor-receptor y su micrófono ta pasa pa e trahador cu ta subi warda, kende lo tin su mes telefoncito pa su orea.

E telefoncitanon ta traha precies pa un persona so. Pesey empleadonan di process cu mester di un, promer mester traha un forma di nan orea cu was moli. Un dokter di Lago Hospital lo haci esey. E impresion den was ta bai pa e fabricante cu nomber di e empleado riba djé. Y e telefoncito lo bira un herment di trabao personal di e empleado ey y di ningun otro.

Segun tempu ta pasa, y compania ta hanja mas experiencia cu e aparato di comunicacion aki, mas empleado lo bin usa e aparatonan aki den futuro.

E "conteo" pa pone e equipo aki di era espacial na uso y den orbita na Lago lo ta na fin di e luna aki.

## Porta 6 Habri Pa Publico Portanan 4 y 5 Ta Cera

Cuminzando Dialuna, 19 di September, porta 6 na Sea Grape a habri atrobe pa trafico publico. E porta aki lo ta habri 24 ora pa dia.

Riba e mes fecha ey portanan 4 y 5 di e caminda cu ta cruza Tankfarm a worde será.

Tur material y equipo cu ta sali for di refineria mester sigi e mes procedimiento tocante pas. Fuera di porta No. 2, e

(Continuá na Pagina 6)

## Farro, Kelly, Schwengle Earn Management Status With Sept. 1 Promotions

Three promotions were announced effective September 1; one in Comptroller's and two in Mechanical.

In Comptroller's Francisco B. Farro was promoted to systems analyst. Mario Kelly and Ireneo C. Schwengle both became area supervisors in Mechanical-M&C. All three men attained manage-



M. Kelly

ment status with their promotions.

A ten-year employee, Mr. Farro started in the former Accounting Department as a Jr. Clerical Trainee D in September, 1956. He advanced through



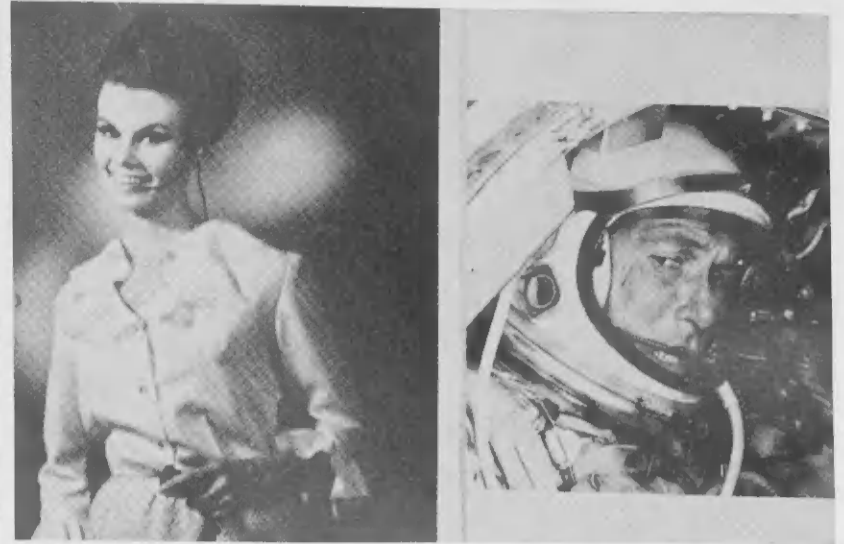
I. C. Schwengle

the ranks of clerical trainee to Systems and Programming Analyst A in June last year, the position he held prior to his recent promotion.

In his present assignment, Mr. Farro is working on converting 1410 computer programs for the new 360 computer, a job that may take more than a year.

A MULO-A graduate, Mr. Farro followed the 1410 Auto-coder and COBOL training at Lago. He also completed the

(Continued on Page 6)



OFFICE PERSONNEL (left) and astronauts use the plastic earmolds in personal radio communication system.

PERSONAL DI oficina (robez) y astronautas ta usa e telefoncitos di plastic den sistema radial di comunicacion.

## Everybody's Heard About Astronauts But Lago Will Have Its Own Radionauts

"Control Center to Area 2, Unit 8, come in."

"This is Unit 8, Area 2, come in Control Center."

"There will be no change in your runs for next four hours."

"Roger, out."

Does this sound like astronauts talking? It might well be, but the radionauts at Lago will soon be communicating by radio in like manner.

On a trial basis and as part of their new two-way radio communication system, some 40 Lago employees will soon be using a piece of equipment which astronauts are using. This is a custom-made earmold containing earphones. Astronauts Gordon Cooper and Pete Conrad used them on recent orbital flights, while future astronauts plan to use them.

The earmolds, a microphone headset and a belt-pack U.H.F. transceiver comprise the new two-way radio communication system. The first radionauts to use them will be the Process-Refining personnel in Cracking and Light Ends.

This "space age" communication media is the first to be used at Lago. Presently, Refining personnel use the telephone or personal contact in their communication.

The advantage of the new two-way personal radio system is that instructions to the operating personnel can be communicated fast and effectively, as it provides a two-way flow of information.

The new equipment will be worn as regular outfit during shifts. Though they will not look like one, the employees will feel like spacemen, as they will be constantly linked with the control center. An operator in the control center will be able to contact the process employees on two different net-

works. One network will be used for each of the two process areas. A receiving and a transmitting frequency is used for each network.

The operation of the fully transistorized, pocket-size, 1-½ lbs. transceiver is simple. Hooked at a belt on the waist, the set can be turned on and off and the volume can be controlled by finger tip action. The plastic earmolds containing the earphones and the tiny microphone are attached to the safety hat. The microphone is conveniently located on one side of the face and is bent close to the mouth.

When changing shift, the belt-pack transceiver and microphone are taken over by the worker coming on shift who will have his own earmolds.

The earmolds are custom-made. Therefore, the process employees involved first must get wax impressions made of their ear. This is done by a physician at the Lago Hospital. The wax impressions are then sent to the manufacturer with the employee's name. This will become a personal tool for the employee.

Eventually, as more experience is gained with the new communication equipment, more employees may be using the space-age gadgets in the future.

The "countdown" for putting this space-age radio system "in orbit" at Lago will be toward the end of this month.

## Estacion Central Nobo Di Bomberos Tin 10 Truck Y Grupo Di Manteneccion

Na cuminzamento di e luna aki, tur diez truck di candela di Lago a muda pa un estacion central di bomberonan. E estacion nobo ta keda pa zuid di comisario di planta, esta pa nord di edificio di Oil Movements.

Den estacion nobo aki tambe ta keda e Grupo di Mantencion di Candela, cual ta consisti di un hefe inspector, un inspector y cuater corporal.

E equipo mobil pa paga candela den e estacion central ta consisti awor di dos truck cu ta carga aparato, cuater truck cu ta pomp scuma cada un cu un tanki di 750 galon, un truck cu pomp pa scuma cu un tanki di 1000 galon, dos truck cu tanki

cu ta carga cada un 2,500 galon di scuma di aire y un truck mobil cu ta carga un aplicador di scuma.

E recien investigacion di Lago su equipo y sistema di paga candela, haci door di R. F. Murphy cu ta traha cu Esso Research & Engineering, a proba

(Continuá na Pagina 6)



DR. W. F. Beerman (left) takes ear impression of Process employee R. Kock. Ear impression in wax is removed (r). Plastic earmolds are then made to fit employee.



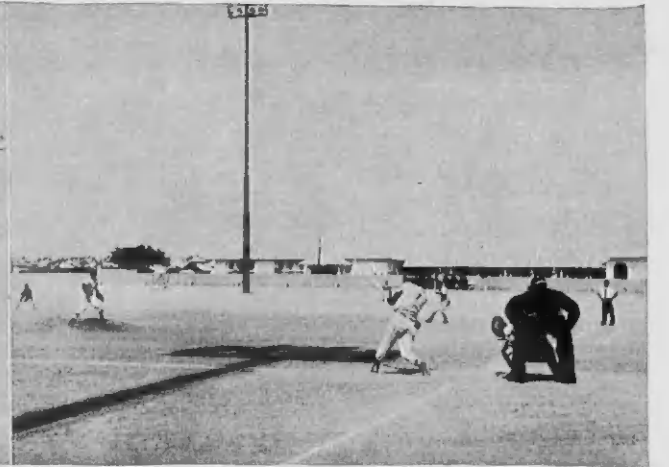
DR. W. F. Beerman (r) ta tuma impresion di orea di empleado di Process R. Kock. Impresion den was ta ser kita (d). Telefoncito luego cu ser traha pa pa pas e empleado.



VISITING SANTO Domingo Team Estrellas San Pedro played three games in Sport Park. TEAM BISHITANTE di Santo Domingo Estrellas San Pedro a hunga tres wega den Lago Sport Park.



CATCHER'S OUTFIT is put on. BISTIR DI Catcher ta ser poni na curpa.



### Esso A Recibi Estrellas Santo Domingo Mas Laat Den Anja Nan Lo Ta Huesped

Un serie di tres wega di beisbol a worde hungá na Lago Sport Park fin di siman di 9-11 September entre tres equipo local, y e equipo bishitando cu jama "Estrellas San Pedro" di Santo Domingo.

Diabiernes anochi, 9 di September, Heineken a perde 8-1 di e

equipo Dominicano. E di dos wega entre Esso y Estrellas San Pedro, a ser ganá door di Esso cu anotacion di 5-3.

E wega di Diadomingo atardi tabata entre un seleccion Arubiano y e equipo bishitante. E Dominicanonan a gana cu 1-0.

E delegacion Dominicano di 28 persona a recibi un trofeo y un plaqueta conmemorativo for di A. Le Grand, presidente di Esso Service Centers Baseball Club. E club aki tambe tabata anfitrión di e equipo Dominicano.

Mas laat e anja aki, e equipo Esso ta pensa di bishita Santo Domingo.



### Esso Now Hosts Santo Domingo Stars, But Will Be Guest Later This Year

A series of three baseball games were played at the Lago Sport Park the weekend of September 9-11 between three local teams and the visiting team "Estrellas San Pedro" from Santo Domingo.

Friday night, Sept. 9, Heineken lost 8-1 to the Dominican team.

The second game between Esso and Estrellas San Pedro was won by Esso with a 5-3 score.

Sunday's game in the afternoon was between an Aruban selection and the visiting team. The Dominicans won 1-0.

The 28-man Dominican dele-

gation were presented with a trophy and a plaque by A. Le Grand, president of the Esso Service Centers Baseball Club. The club was also host to the Dominican team.

Later this year, the Esso team plans to visit Santo Domingo.



### Skills, Know-How Needed For Expert Overhauling Of a Combination Unit

As soon as the turnaround of No. 8 Combination Unit began Sept. 6, tradesmen of all crafts swarmed over the unit. They opened the furnaces, towers, disconnected pipes and valves, removed condensers as part of a general overhaul of the unit.

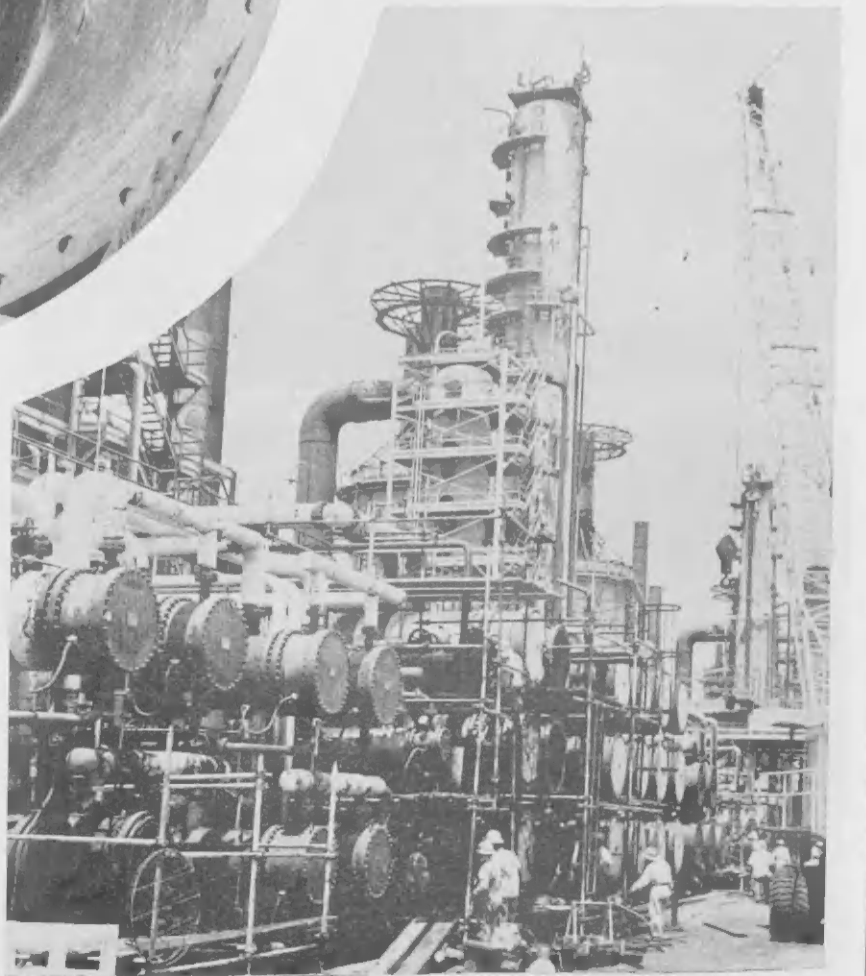
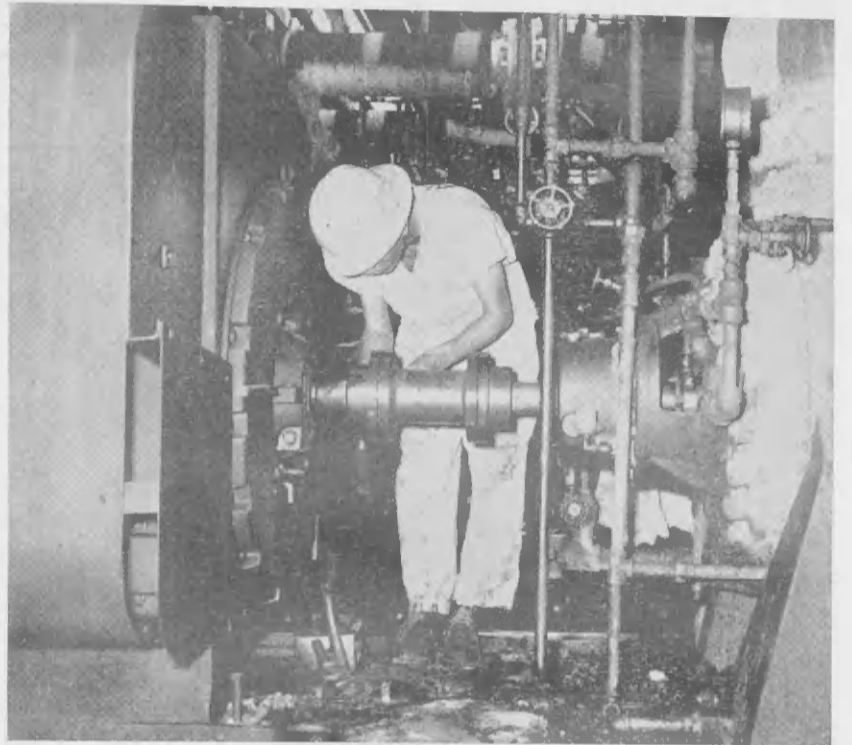
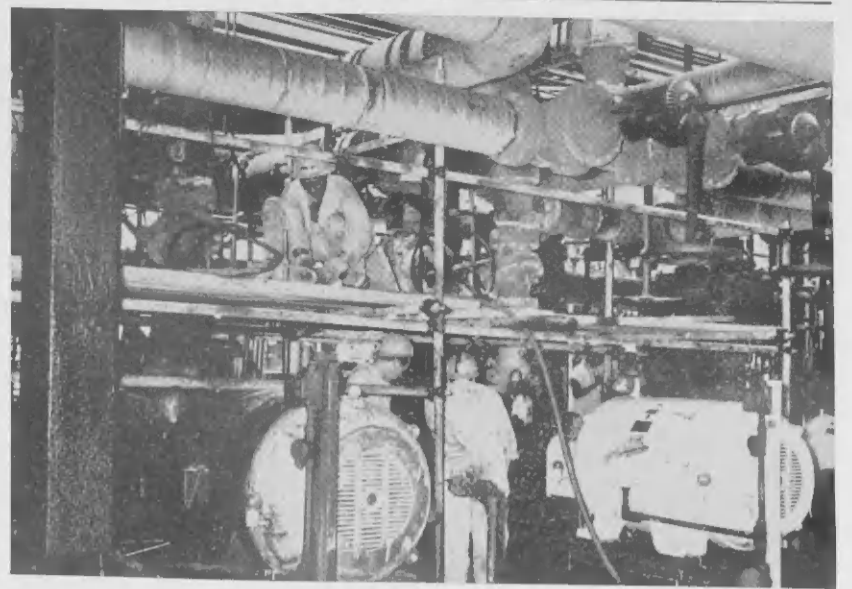
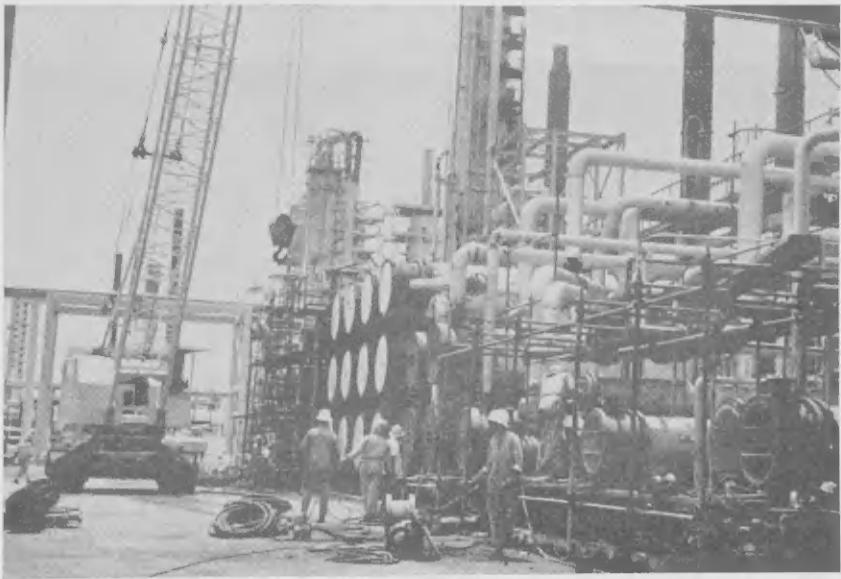
Engaged in their different assignments, some 150 men worked for two weeks. Some crafts even worked round-the-clock.

The various tradesmen who helped put C.U. No. 8 back in top condition included instrumentmen, electricians, machinists, pipefitters, riggers, transportation personnel, boiler-makers, welders, masons, scaffold workers, cleanoutmen and equipment inspectors.

One major job had to be done on the bubble tower, where one complete section had to be renewed.

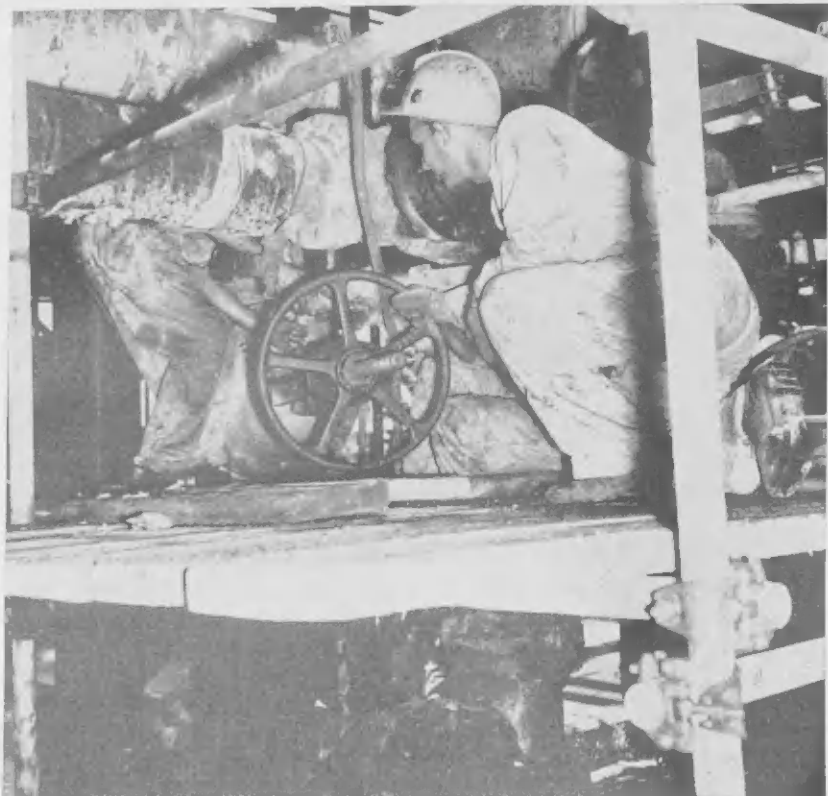
During the turnaround, the equipment inspectors were constantly on hand to check, inspect and approve the equipment to ensure safe operations.

All the work for the general repair requires planning and coordination. Zone Supervisor in charge of the turnaround was E.A. Halley. Carmelo Lacle was Sr. Regional Supervisor on the job, assisted by Regional Supervisors E. Diaz and G. J. Meyers.



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# Mester Habilidad, Saber Pa Reparacion Experto Di Un Combination Unit



TIGHTENING VALVES for greater safety. PRETANDO E valvunan pa mayor seguridad.

Asina cu e turno di mantencion di Combination Unit number 8 a cuminsa dia 6 di September, trahador di tur ofishi a baha mescos cu fruminga riba e planta. Nan a habri fornu, columna, nan a desconecta tubo y valvulanan, nan a kita condensador, y tur esey pa un inspeccion y reparacion general di e planta ey.

Trahando riba e trabao tabata como 150 hende, dos siman largu. Hasta algun ofishi a traha 24 ora pa dia ketu bai.

E varios artesanonan cu a yuda pone Combination Unit 8 bek den condicion manera nobo tabata expertonan di instrumento, electricista, machinist, rigger, empleadonan di transportacion, metslá, esnan cu ta drecha boiler, weldernan, trahadornan di stelashi, hendenan di clean-out, y inspectornan di equipo.

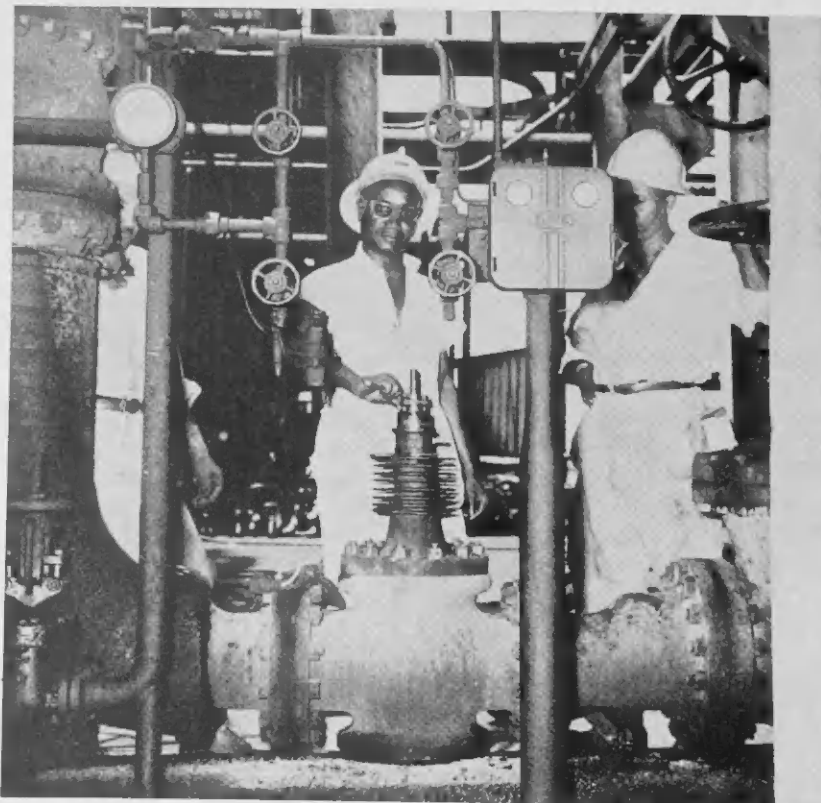
Un trabao grandi tabata necesario riba un columna di destilacion, di cual henter un seccion mester a worde renobá.

Durante e trabao di mantencion, inspectornan di equipo tabata tur ora presente pa inspeccion, mira cu tur cos ta manera mester ta, y finalmente pa aprobá equiponan pa nan ta sigur cu funcionamente di e planta ta sigur y sin peligro.

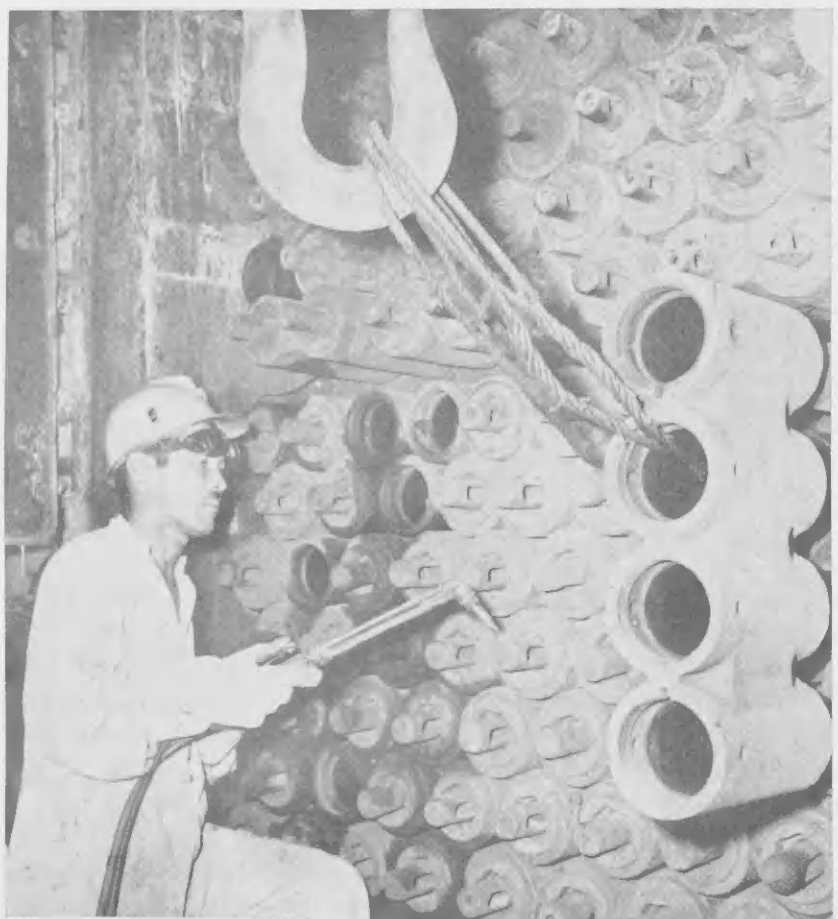
Ora cu e planta a keda cla pa cuminsa traha, nan a haci un prueba cu stoom promer cu Process Department a acepta e planta pa nan uso.

Tur trabao haci durante un mantencion y reparacion general ta pidi planeamento y coordinacion. Supervisor di e distrito encargá cu e trabao tabata E. A. Halley. Carmelo Laclé tabata supervisor regional riba e sitio di planta, cu asistencia di supervisoran regional E. Díaz y G. J. Meyers.

Despues cu mas cu 10,000 ora di trahador riba e planta, Combination Unit 8 a bolbe den servicio manera a keda planeá, y awor e ta sigi converti 86,000 baril di crudo pa dia den varios productonan refiná.

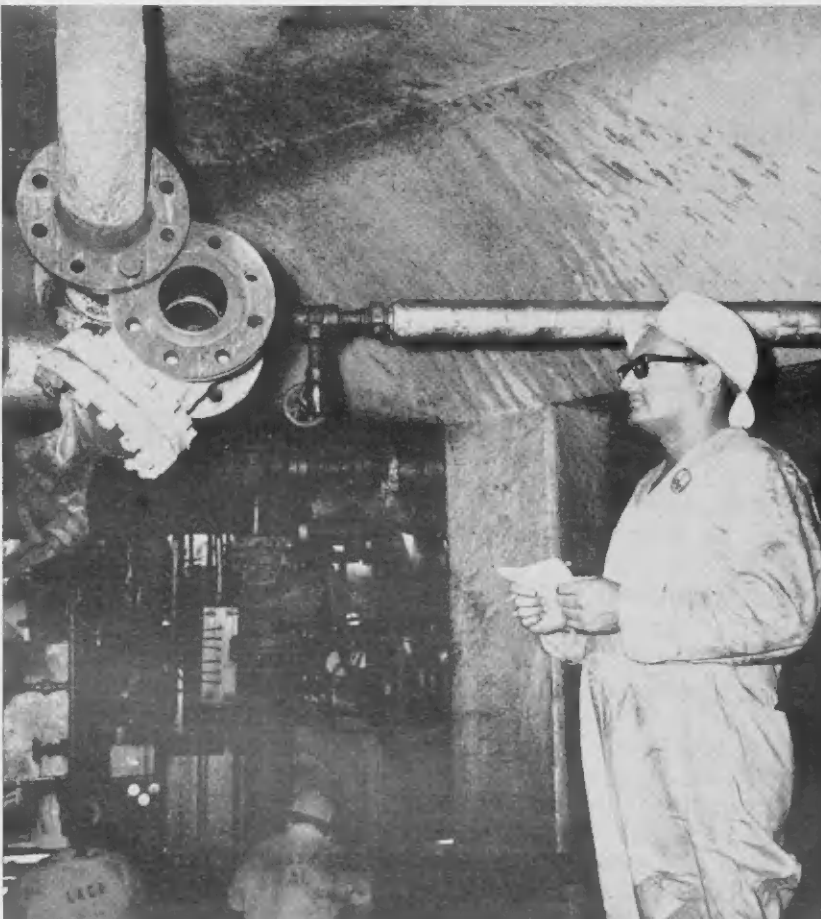


VALVES, INSTRUMENTS need careful checking. VALVENAN, INSTRUMENTNAN mester checkmento cuidadoso.

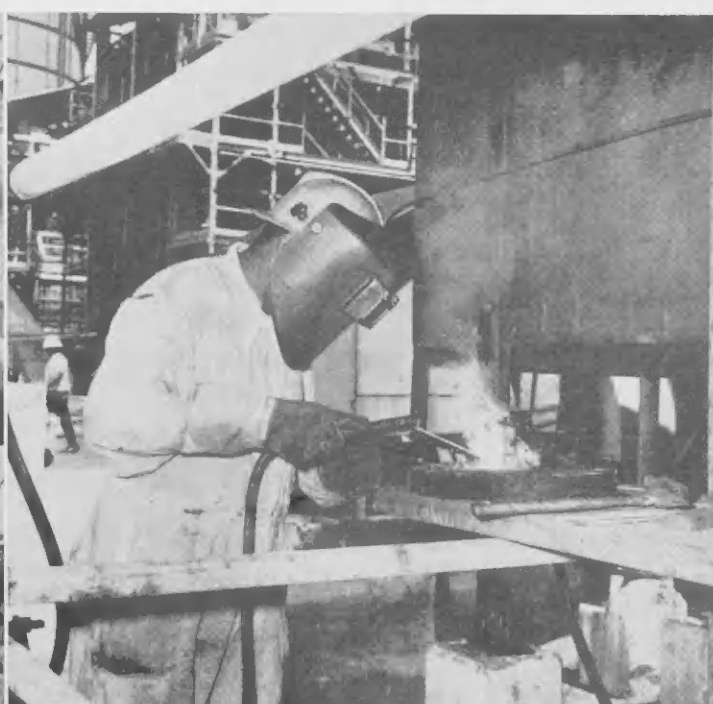
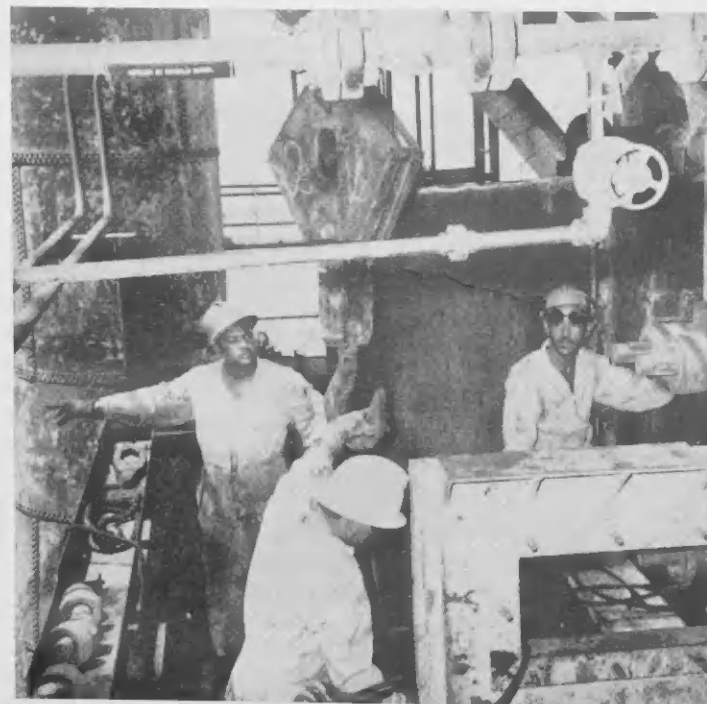


THE ONLY way to get the tubes out is by cutting them out. E UNICO manera pa saka e tubonan ta door di corta nan.

**Always Remember To Wear Your Safety Equipment - They are to Protect You**



EQUIPMENT INSPECTORS are key men during turnaround. INSPECTORNAN DI equipo ta indispensable durante reparacionnan.



THE CRANE'S hook (left) can reach almost anywhere in between pipes and valves to do the job. But it's the operator (picture at right) and the Mechanical men who have the skills and know-how for doing a good and safe job. Welding (center) is one of the activities that take place on ground level or aloft.

E HAAK di e grua (robez) por yega na casi tur parti entre tubonan y valvulanan pa haci e trabao. Pero ta e operador (portret na drechi) y e hombernan di Mechanical kende tin e habilidad y saber pa haci un trabao bon y cu seguridad. Weldermento (centro) ta tuma lugar sea na nivel di tera of na lugarnan haltu.

## Seventy Employees Will Gain Benefit Of ODL Training Starting Next October

Starting October 2, a new group of about 35 employees will start Phase I of the ODL in the Administration Building. A second group of about the same number will start the training October 9.

Both groups will initiate their training with a dinner at the Esso Club on a Sunday evening.

Each group is divided in four teams of eight to ten people.

In Phase 1, the members working in teams seek to identify and understand basic management styles and also to evaluate their own styles under various conditions.

The results of the ODL seminar will be:

1. We create throughout our management team a greater awareness of managerial styles, our own and others, and an appreciation of the effect our actions have on others.
2. We become more open and candid in expressing our ideas and opinions and more receptive to the ideas and opinions of others.
3. We become more skilled in

### Conseho Pa Trabao Di Caridad Forma Pa Yuda Amigonan den Necesidad

Un conseho cu jama ARCA (Arubaanse Raad voor Charitatieve Arbeid — Conseho Arubano pa Trabao di Caridad) a keda estableci pa combina tur esfuerzonan di organizacionnan riba nos isla cu ta yuda esnan den necesidad. Pa medio di e esfuerzonan combiná lo ta posibel pa duna judanza caminda y ora tin mester di djé, na e manera cu ta mas efectivo.

Secretario di e Conseho ta Pader A. Swartjes, Santa Cruz 41, telefon 8110.

Miembronan di e organizacion ARCA ta e clubnan cu ta sirbi comunidad manera Jaycees, Kiwanis, Lions y Rotary, e gruponan St. Vincentius, Dominicanus Liefdewerk, Amical, Sociedad di Beneficencia Dorcas, Fondo Alida Lampe di e sociedad di Protestant-Cristian, Un Yuda Otro, YMCA, Wit-Gele Kruis, Women's Guild di e comunidad di damas na Seroe Colorado y e Conseho di Comunidad di Seroe Colorado.

techniques and applications of team action to achieve sounder solutions to our problems with greater commitment by those involved in carrying them out.

4. We induce genuine desire among our managers to identify and resolve many of our problems.

About 500 management members have already taken Phase I of the ODL training.

### PROMOTIONS

(Continued from page 2)

I. C. S. Practical Accounting course and the "Praktijk Boekhouden", a practical accounting correspondence course from Holland. More recently, he completed the System Development Course at Lago.

Mr. Farro is a Hi Fi enthusiast and likes football and swimming. He is married and has three children. On his next vacation, he plans to spend one week in Curaçao and two months touring Europe.

Mr. Kelly began at the Lago Vocational School in September, 1948 as a junior apprentice D in Personnel-Training.

He resigned in 1950 and was re-employed in Mechanical-Yard in January, 1955. He progressed through the categories of yardman to cleanoutman in July, 1960.

Before his September 1 promotion, he had been a Cleanout Corporal since December, 1962.

Mr. Kelly's hobbies include fishing and sports in general. He is married and has three children. On his next vacation, he plans to build an extension to his home.

Mr. Schwengle was also a Lago Vocational School student when he joined Lago as a Student 1B in Industrial Relations-Training in September, 1952.

After graduation, he was assigned to Mechanical-Carpenter as a Senior Student B. Following a series of promotions, he advanced in the categories of Craft Trainee, Carpenter Helper

## Cumizando Proximo Luna 70 Empleado Lo Haya Un Siman Di ODL Training

Cumizando dia 2 di October, un grupo nobo di mas o menos 35 empleado lo cuminsa fase I di entrenamiento jamá "laboratorio pa desarolja organizacion", (ODL) den Administration Building. Un segundo grupo di mas o menos mes tanto participante lo cuminsa e mes training dia 9 di October. Tur dos grupo lo cuminsa nan entrenamiento cu un comemento den Esso Club ariba un Diadomingo anochi.

Cada grupo ta reparti den cuater equipo di 8 te 10 persona. Den fase I miembronan di e teamnan ta traha pa identificar y comprende estilonan basico di gerencia, y tambe evalua nan mes estilo di traha bao di varios condicion diferente.

Resultadonan di e entrenamiento ODL aki lo ta:

1. Nos lo crea den henter nos grupo di gerencia un realizacion superior di estilonan di gerencia, di nos mes y di otro hende, y apreciacion di efecto di nos accionnan riba otro persona.
2. Nos lo bira mas habri y receptivo den expresionnan, nos ideanan y opinionnan, y tambe mas receptivo pa ideanan y opinionnan di otro hende.
3. Nos lo bira mas experto den tecnicanan y aplicacion di trabao conhunto di un grupo di persona, pa nos por realiza solucionnan mas sano pa nos problemanan, cu mas y mas participacion personal di parti di esnan cu ta aplica nan.
4. Nos ta inculca un real deseo bao di nos gerentenan pa identifica y soluciona hopi di nos problemanan.

Ya casi 500 miembro di gerencia a tuma e fase No. I di e laboratorio pa desarolja organizacion.

and Carpenter to Carpenter B in July, 1962.

Prior to his recent promotion, he had been Carpenter A in Mechanical-Carpenter since November, 1962. His Sept. 1 promotion was his fifteenth promotion at Lago.

Mr. Schwengle's hobbies include fishing and playing cards.



FOUR OF the six employees who completed the ICS Industrial Instrumentation course are shown: (L to R) P. Anthony, L. Geerman, C. Maduro, A. Bermudez, F. Bikker, instructor, and H. W. Schlepp, Division Supt.

CUATRO DI e seis empleadonan cu a completa e curso di Instrumentacion Industrial di ICS ta muntra aki: (R pa D): P. Anthony, L. Geerman, C. Maduro, A. Bermudez, y F. Bikker, instructor, H. W. Schlepp, Div. Supt.

## Aruban Council For Charitable Work Organized To Help 'Friends In Need'

The ARCA (Arubaanse Raad voor Charitatieve Arbeid — Aruban Council for Charitable Work) has been founded to combine all efforts of the island organizations working towards helping those in need. Through this combined effort it will be possible to give help where and when needed in a most effective manner.

Secretary of the Council is Father A. Swartjes, Sta. Cruz 41, Phone 8110.

Members of ARCA are the service clubs Jaycees, Kiwanis, Lions and Rotary, the St. Vincentius groups, the Dominican Charitable Work group, Amical, the Dorcas Welfare Society, the Alida Lampe Fund of the Protestant Christian Women's Society, Un Yuda Otro, the YMCA, the White-Yellow Cross, the Women's Guild of the Seroe Colorado Community Church and the Seroe Colorado Community Council.

### M. E. Soderston Named CYI Committee Chairman

M. E. Soderston, division superintendent of Mechanical-Materials, has been appointed chairman of the Coin Your Ideas Committee.

Mr. Soderston replaces T. E. Fitzgerald, who accepted a transfer and promotion to Esso Chemical Inter-America, in Coral Gables.

Other members of the CYI Committee are: D. M. Allen, J. E. Petterson and V. D. Tjin-Tham-Sjin. W. Brinkman, coordinator in Plant Protection Division, is secretary of the Committee.

### Central Nobo di Bomberos

(Continúa di Pagina 2)  
cu nos equipo mader pa paga candela ta mas cu adecuado tanto den cantidad como di e tipo cual nos mester.

Esnan cu ta stuur y traha cu e trucknan ta miembro di e grupo di mantencion di equipo di candela, y tambe poliznan di Lago na warda. Tambe e Bomberonan Voluntario a hanja entrenamiento com ta traha cu e trucknan ey.

Antes e diez trucknan di paga candela tabata situá na cinco diferente lugar den planta, y diferente departamento tabata encargá cu nan. Awor aki tur equipo di paga candela ta bao di direccion di Plant Protection Division.

Algun ventaha di e lugar central ta:

- (1) Nos equiponan por worde dirigi mas eficazmente pa lugar di un candela.
- (2) Ta mas facil pa tin operadornan ey nan.
- (3) Tur equipo di paga candela ta na un sitio central.
- (4) Supervision ta mas facil. Pa sigura cu tin suficiente hende cu por traha cu e equiponan durante oranan di anochi, 35 persona di Mechanical Shift Group lo entrena un siman largu cu equipo di paga candela entre 3 te 21 di October.

### PORTA NO. 6 TA HABRI

(Continúa di Pagina 2)

porta No. 3 dilanti di General Office Building lo ta un punto di control pa trafico cu ta sali for di planta den direccion pa-riba.

E caminda pasando den tankfarm a worde habri na November, 1962.

Den un investigacion cu Esso a haci recientemente tocante peligro di candela aki, nan a conseha pa no permiti ningun trafico pasa door di e distrito di tankfarm pasobra tin e risku cu un auto por pega e dampnan liviano na candela. E investigacion ta referi den e caso aki na candela den un tankfarm na Francia, den cual caso nan ta kere cu ta un auto cu tabata pasando riba un caminda den vecindario a pega e candela na un momento cu tabatin un escape di dampnan liviano.

### TRES PROMOCION

(Continúa di pagina 1)

Craft Trainee, Helper di Carpinte y Carpinte pa Carpinte B na Juli, 1962.

Promer di su recien promocion, el tabata Carpinte A den Mechanical desde November, 1962. Su promocion di Sept. 1 tabata su di diecinueve promocion na Lago.

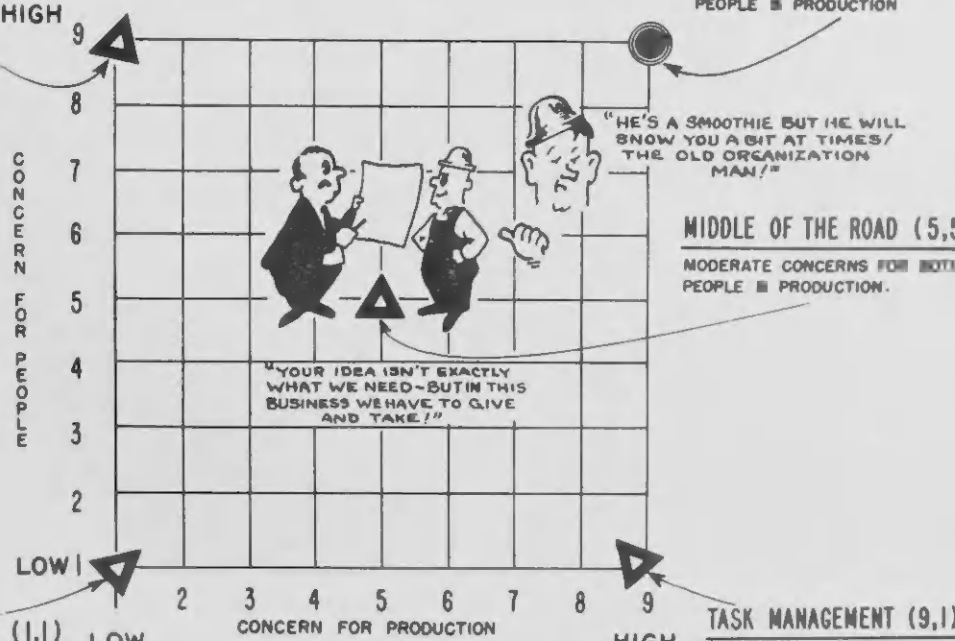
### COUNTRY CLUB MANAGEMENT (1,9)

CONCERN FOR PEOPLE AT THE EXPENSE OF PRODUCTION.

### THE MANAGERIAL GRID

### TEAM MANAGEMENT (9,9)

MAXIMUM CONCERN FOR PEOPLE & PRODUCTION



### DO NOTHING MANAGEMENT (1,1)

MINIMUM CONCERN FOR PEOPLE & PRODUCTION

### TASK MANAGEMENT (9,1)

CONCERN FOR PRODUCTION AT EXPENSE OF PEOPLE.